

**Policy 7.01 Plan**  
**Region 2 Division of Children and Family Services Field Services**  
**Annual Plan and Progress Report**  
**4/1/09**  
**(Updates in Bold)**

Fiscal Year Timeframe: July 1, 2009 to June 30, 2010

Plan Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each year.

Progress Report Due Dates: April 2 (Regional Plan submitted to Assistant Secretary) and April 30 (Assistant Secretary Plan submitted to IPSS) of each year.

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I. Timely access by Native American children and families to high quality and culturally competent services.	<p>A) Maintain 4 Local Indian Child Welfare Committees (LICWAC) of volunteers to review cases when Tribes cannot. Also serve as child protection and permanency staffing teams, or LICWAC representatives to be invited to attend those staffings. Family Team Decision Making (FTDM) staffings by LICWAC request.</p> <p>B) Support and expand Nak Nu We Sha Program service delivery, including Family Reconciliation Services/<b>FPS</b>, Independent Living Services, and Home-Based Services <b>as budget permits</b>, access to CA training, and access to DSHS contracted services for tribal custody clients.</p> <p>C) CA staff to attend available Indian Child Welfare, Tribal Relations and Cross-Cultural training.</p>	<p>1. Cases referred and reviewed by LICWAC per policy, members offered training, travel reimbursed. CPT and FTDM procedures followed.</p> <p>2. NNWS staff invited to CA training, contracts and budget in place. Procedures operational for access to BRS and other contracted services.</p> <p>3. CA Staff meet mandatory training requirements.</p>	<p>a) Regional and local managers, LICWAC coordinators, with assistance of Tribal Liaison, regional CPT and Permanency program managers.</p> <p>b). Regional training coordinator, Tribal liaison, FC/Kinship Program manager, BRS, ILS, FRS program consultants.</p> <p>c) Regional training coordinator, managers.</p>	<p>1. <b>LICWAC brochure completed, sent to tribes by DSHS HQ, March 2009. Statewide ICW forms committee still in process. Nak Nu We Sha staff participate in LICWAC staffings.</b></p> <p>2. <b>New Family Preservation Services (FPS) contract completed early 2009 to fund NNWS staff providing wider range of culturally competent services in families' homes.</b></p> <p>3. <b>Home Based Services budget available to Nak Nu We Sha most of the fiscal year, but was suspended in February 2009 due to DSHS budget short fall.</b></p> <p>4. <b>Nak Nu We Sha will be invited to join CA staff in new CA Practice Model training May-September 2009 (on Solution-Based Casework); slot offered to annual Children's Justice conference.</b></p> <p>5. <b>CA ICW Cross-Cultural training was provided August 25-26 in Sunnyside, and ICW Manual training March 16-17, 2009 in Richland.</b></p>

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	<p>D) Measure and improve ICW compliance through semi-annual regular CA Central Review Team (CRT) case reviews and annual new ICW case reviews. Implement strategies to address deficiencies. <b>Evaluate new Region 5 CA ICW Basics training for use here.</b></p> <p>E) Increase availability of culturally competent Parenting Education for Native American CA clients.</p>	<p>4. Improved ICW policy compliance. Implement improvements in response to findings by ICW Case Review, central and regional case reviews.</p> <p>5. Survey of existing tribal, federal and state culturally competent resources, and recommendations for additional capacity as needed.</p>	<p>d) Regional administrator, managers and supervisors, in coordination with case review coordinators.</p> <p>e) <b>Toppenish area administrator initiated plan for local Yakama member to be trained to provide training in Powerful Families curriculum.</b></p>	<p>6. <b>CA Central Review Team (CRT) semi-annual case reviews (including limited monitoring of ICW compliance) were on hold due to budget. Last Toppenish DCFS office review was January 2008, with no 2009 review scheduled. Researching ICW Case Review plan.</b></p> <p>7. <b>Desired Region 2 “nuts &amp; bolts” training still pending.</b></p> <p>8. <b>Parent education resource identification and expansion in process.</b></p> <p>9. <b>Yakama Nation Mental Health is partner with Yakima County agencies in 6-year federal grant to enhance family-centered adolescent services.</b></p>

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II. Ongoing efforts to recruit and retain qualified, culturally competent CA staff, and recruit Native foster homes reflective of the service population.	<p>A) Notices of staff vacancies regularly sent to Tribal personnel office, newspaper, radio station, and at Heritage College career fairs.</p> <p>B) Invite Yakama Nation representatives to participate in employee interview panels.</p> <p>C) Recommend strategies to address Toppenish CA office high staff turnover.</p> <p>D) Facilitate awareness of and access to the Title IVE Child Welfare Training and Advancement Program (CWTAP) for Social Work graduate study.</p> <p>E) Collaborate and support foster home recruitment.</p>	<p>1. Qualified applicants for all positions, including for management positions. CA workforce to include Native American staff at all levels reflecting client population.</p> <p>2. Diverse hiring panels including Tribal designees.</p> <p>3. Plan to increase staff recruitment and retention success.</p> <p>4. Higher numbers of Native American MSW students in the program.</p> <p>5. Higher numbers of licensed Native American foster homes available for child placement.</p>	<p>a) Region 2 HR staff and Area Administrators.</p> <p>b) All CA managers.</p> <p>c). Regional Administrator, with assistance of HRD</p> <p>d) Eastern Washington University CWTAP managers, CWTAP liaison, Tribal liaison.</p> <p>e) Toppenish grant lead, FC/Kinship program manager, LR managers, Nak Nu We Sha.</p>	<p><b>1. Region 2 CA is working with DSHS Human Resources to obtain access to information about Native American staffing patterns in Region 2 offices from the new HR system</b> (since DSHS personnel data system changeover, staff race and ethnicity data has been unavailable).</p> <p><b>2. Ongoing.</b></p> <p><b>3. Regional Administrator has been exploring strategies for incentives to reduce staff turnover in Toppenish DCFS office.</b></p> <p><b>4. Next Yakima Valley part-time MSW class to be formed in late 2010.</b></p> <p><b>5. Toppenish CA received grant from Adopt US Kids, and is coordinating with NNWS on FH recruitment. Region 2 funds annual Yakama Nation recruitment activities per agreement and within available resources.</b></p>

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III. Regular information-sharing, joint problem-solving and planning with Yakama Nation.	<p>A) Continue Region 2 CA ICW/ 7.01 Policy Committee with regular invitation to Yakama Nation officials to join meetings for information-sharing, joint problem identification/ resolution, joint planning. Invite other DSHS divisions on ad hoc basis to facilitate service coordination and planning.</p> <p>B) Region 2 Management remains available to meet upon request with Tribal officials to discuss and address issues in an open and responsive manner.</p> <p>C) Notify Yakama Nation officials of major program, policy, or personnel changes or funding opportunities, consistent with state Communication and Consultation policies. Invite comment, offer further information.</p>	<p>1. Service barriers or other issues are identified and explored, solutions are generated, and 7.01 plan is updated regularly.</p> <p>2. Prompt responses to Yakama Nation requests to address issues.</p> <p>3. Written announcements to HEW Chair and Deputy Directors, Human Services and Justice Services, Children's Court Judge, Tribal Prosecutor, Yakama Nation. Announcements at quarterly 7.01 meetings, sessions with YN offices as requested.</p>	<p>a) Regional Administrator, IPSS Region 2 manager, Deputy RA.</p> <p>b) Regional managers, regional administrator, with assistance from IPSS manager.</p> <p>c). Regional managers, regional administrator, training coordinator, Tribal Liaison.</p>	<p>1. <b>Region 2 Policy 7.01 Committee met on 4/24/08 and 12/10/08. CA, LR, JRA, CSD managers participated. Guests included DDD and Yakima County administrators and CA Practice Model coaches June West and Daryl Toulou. Yakama Nation elected officials and staff continued to attend afternoon segments for joint discussions.</b></p> <p>2. <b>Yakama Nation invited to participate in planning to remediate racial disproportionality in child welfare. Deputy Director French attended planning meetings. Presentation at 7.01 committee on state Disproportionality Advisory Committee study and report.</b></p> <p>3. <b>Question about format for case plans for NNWS cases was researched. ISSP format will not be required for tribal-custody cases.</b></p>

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IV. Positive working relationships and coordinated client service delivery between Children's Administration and the Yakama Nation.	<p>A) CA coordination with appropriate Tribal staff to ensure timely, accurate foster care and FRS payments.</p> <p>B) Timely, appropriate notification to Yakama Nation of CPS activities per policy.</p> <p>C) Request assistance to provide for Child Health &amp; Education (CHET) and Passport) programs for NNWS clients.</p>	<p>1. Payments are accurate and timely, licensing issues resolved promptly.</p> <p>2. Clarified policy, updated procedures, distributed region-wide.</p> <p>3. NNWS would gain access to these screening programs for children in Tribal custody.</p>	<p>a) Assigned fiduciary specialist, fiduciary supervisor, implementation manager, working with tribal liaison and NNWS staff to maintain correct rates and payments.</p>	<p><b>1. Service fees for cases supervised by Nak Nu We Sha were reviewed and corrected as needed, completed in 12/08.</b></p> <p><b>2. CA converted to FamLink, replacement information system on 2/1/09. There have been many challenging issues, which CA has attempted to resolve accurately. Maintained consistent assigned fiduciary specialist. Tribal access to FamLink scheduled for Fall 2009.</b></p> <p><b>3. Area administrators reminded of CPS notification policies.</b></p> <p><b>4. CHET and Passport access is legal issue at HQ level.</b></p>

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	<p><b>D)</b> Invite Yakama Nation representatives to participate in child fatality reviews as appropriate, and trauma/loss services to be available to NNWS.</p> <p><b>E)</b> Maintain protocol for foster home borrowing between CA and Nak Nu We Sha.</p> <p><b>F)</b> Request discussions to update Tribal- state regional agreement</p> <p><b>G)</b> Support capacity enhancement, improved communication and outcomes for Yakama Nation Children's Court to provide more frequent hearings, specific court orders, permanency planning services.</p>	<p>4. Nak Nu We Sha invited to participate in internal reviews. Invitation to LICWAC chair in cases of non-Yakama Native children. NNWS may request critical incident stress support through CA resources.</p> <p>5. Updated, clarified Yakama Nation-CA agreement</p> <p>6. <i>Review continuation of the contract.</i> Goals include shorter lengths of stay in foster care before returns home or guardianship orders, regular review and permanency hearings, higher CA IVE earnings, CA staff knowledgeable about Tribal Court system.</p>	<p>b) CPS program manager, Area Administrators, Tribal Liaison.</p> <p>Yakama Nation representative serves on Yakima County Health District child fatality review committee.</p>	<p><b>5. Region 2 and tribal liaison at Central Intake is resource for problem resolution, e.g. after hours placements in Yakama Nation foster homes.</b></p> <p><b>6. Nancy Dufraine and Betsy Tulee are resources at CA HQ on on proposed, statewide model agreement. Model agreement format was shared at March 2008 statewide ICW Summit.</b></p> <p><b>7. Due to budget constraints, the state ICW Summit will not be held in 2009.</b></p> <p><b>8. Regular YN Children's Court-CA meetings on systems issues continue in Toppenish. Contract was continued with Tribal Prosecutor. Yakama Nation participated in 2009 Reasonable Efforts/ Best Practices in Dependency Symposium, invited to participate in planning 2009 Symposium.</b></p>

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	<p>H) Facilitate discussions between other DSHS regional administrators, e.g. JRA (Juvenile Rehabilitation Administration) and Yakama Nation officials re: family and youth service needs.</p> <p>I. Implement signed data-sharing agreement between DSHS and Yakama Nation for CAMIS access to information about Yakama-affiliated children and families.</p>	<p>7. Invitation to standing ICW/7.01 meetings, discussion and possible service enhancements.</p> <p>8. CAMIS replacement (FAMLINK) will have improved ICW compliance support and Tribal access to information.</p>		<p>9. <b>Regional 7.01 Committee discussed access to services for delinquent youth during the year, including FFT. JRA administrators attend Committee meetings regularly, offered to discuss agreements and expansion of resources.</b></p> <p>10. <b>FamLink design staff are developing tribal access standards. Meanwhile, Nak Nu We Sha program staff continue to get information from the DCFS tribal liaison.</b></p>
	<p>J. CA support fo annual Child Abuse Prevention "Hope and Healing Conferences" sponsored by Yakama Nation.</p>	<p>9. Increased community awareness of child abuse, and enhanced staff and provider skills providing culturally competent services to Yakama children and families.</p>	.	<p>11. <b>2008 conference was successfully held. 2009 conference planning is currently underway.</b></p>

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	K. Increase resources to improve children's stability when placed out-of-home.	10. Plan to increase placement resources.	c) Area Administrator, Tribal liaison, County Human Services, regional program managers.	12. <b>Current committee is exploring tribal receiving center on reservation.</b>